SENATE CONCURRENT RESOLUTION
NO. 8

Senator Nesbitt offered the following concurrent resolution:

A concurrent resolution to oppose policies that restrict the autonomy of workers and employers and memorialize the President and Congress of the United States to support and defend the rights and freedoms of workers and employers.

Whereas, H.R. 842 of 2021 and S. 420 of 2021, both known as the Protecting the Right to Organize (PRO) Act, have recently been introduced in the Congress of the United States. These bills would amend the National Labor Relations Act to expand the influence of unions, limit the autonomy of workers, and infringe on the rights of employers; and

Whereas, The PRO Act would limit worker autonomy by eliminating state right-to-work protections. Right-to-work laws are
an important way to hold unions accountable and protect workers who
do not wish to join. The PRO Act would eliminate these protections
in 27 states, including Michigan, and force workers to pay union
dues against their wishes; and

Whereas, The PRO Act would corrupt the union elections
process. The act would eliminate secret ballot elections and expose
employees to threats, intimidation, and coercion by union
officials. Further, the act would deny employers a role in the
process, preventing workers from accessing full information about
the benefits and costs of unionization; and

Whereas, The PRO Act would upset the balance between workers
and employers by prohibiting employers from replacing striking
workers and leaving employers little choice but to accept union
demands. This could lead to an increase in strikes and unrealistic
union demands that increase prices and threaten the long-term
viability of businesses; and

Whereas, The PRO Act would hurt franchisors and small
businesses by broadening the federal government’s “joint employer”
standard. By holding joint employers equally liable for employment
violations, the act will increase the risks for large businesses
who franchise or contract with smaller companies. The American
Action Forum estimates that this could lead to as much as $33
billion in lost output from the franchise business sector; and

Whereas, The PRO Act would forcibly reclassify many
independent contractors as employees, taking away their flexibility
and autonomy. This would also hurt businesses of all sizes across
industries that rely on independent contractors, injecting
uncertainty into their business plans and burdening them with
significant costs; now, therefore, be it
Resolved by the Senate (the House of Representatives concurring), That we oppose policies that restrict the autonomy of workers and employers and memorialize the President and Congress of the United States to support and defend the rights and freedoms of workers and employers; and be it further
Resolved, That copies of this resolution be transmitted to the President of the United States, the President of the United States Senate, the Speaker of the United States House of Representatives, and the members of the Michigan congressional delegation.